



## **CHESTERFIELD COUNTY POLICE DEPARTMENT**

### **OFF-DUTY EMPLOYMENT OPTIONS**

#### **Option 1 — County Contract**

An officer hired in this capacity will be covered by all the county liability, insurance and compensation packages, as well as all taxes/FICA to be included. This coverage means that if the officer were to get injured or sued while working for the employer, the county would cover the officer. Basically, in this option, the officer is working for the county, but is on a specific assignment just for your company. The hourly rate under county contract can vary anywhere from \$32/hour to \$67/hour per officer. According to FLSA laws, we cannot discriminate as to what officers fill the jobs (In other words, we cannot pick newer officers because they have a lower overtime rate.). Currently, the average patrol officer overtime rates are at \$45/hour. In this option, the employer will receive a bill (invoice) from the county's accounting department on a monthly basis. This bill will be itemized for each officer's hourly rate and the number of hours the officer worked. There is usually a two-month delay in receiving the bill. Among the benefits of this option are that officers quickly fill requests, liability and taxes are not an issue and the employer only has to pay the bill when it's received. The downside is this can be the slightly more expensive option.

#### **Option 2 — Employer Assumes Liability**

An officer hired in this capacity will be covered by your company's compensation, insurance and liability packages. The employer will need to supply a letter on company letterhead stating that the officer will be covered by their insurance, compensation and liability packages. The employer must also supply a copy of the certificate of insurance. The employer will also be responsible for the officer's taxes and such. The hourly rate starts at \$30/hour. The employer can pay the officer more if they so choose. The employer will pay the officer by cash or check at the end of the shift, or may pay the officer through their company payroll process. The benefit of this option is the set rate for

officer pay. The downside is that the employer is responsible for payment to the officer and his coverage.

**Option 3 — Officer Assumes Liability**

An officer hired in this capacity will be covered by his/her own insurances and is responsible for his/her own taxes. The hourly rate is \$30/hour. The employer can pay the officer more if they so choose. The benefits of this option are the low hourly rate and that the employer makes a simple payment directly to the officer. The downside is that the police department is not always able to find officers to fill these positions, since the officers have to provide their own coverage.